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Programme budget for the biennium 2012-2013

Human resources management

Conditions of service and compensation for officials, other than Secretariat officials, serving the General Assembly: full-time members of the International Civil Service Commission and the Chair of the Advisory Committee on Administrative and Budgetary Questions

Report of the Secretary-General

I. Introduction

1. The General Assembly, in paragraph 8 of section III of its resolution 65/268, decided that the conditions of service and compensation, other than the annual net compensation, of the full-time members of the International Civil Service Commission and of the Chair of the Advisory Committee on Administrative and Budgetary Questions would be reviewed every four years, with the next review to be conducted at its sixty-eighth session.

2. Pursuant to paragraph 9 of section III of that resolution, such reports as the present report are, on an exceptional basis and without setting a precedent for other agenda items, to be submitted directly to the General Assembly.

II. Background

3. In its resolution 35/221, the General Assembly decided that the compensation and other conditions of service of the full-time members of the Commission and of the Chair of the Advisory Committee would be reviewed normally every five years. The last such review was conducted in 2000 at the fifty-fifth session of the Assembly. By its resolution 55/238, the Assembly took note of the relevant report of

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the Secretary-General (A/C.5/55/29), in which the sixtieth session of the Assembly, in 2005, was identified for the next review.

4. Following the review in 2005, the General Assembly, in paragraphs 4 and 5 of its resolution 58/266, requested the Secretary-General to bring the issue of conditions of service and compensation of the three officials to the attention of the Assembly when the annual compensation for the Chairs of the Commission and the Advisory Committee fell below the level of the compensation of Assistant Secretaries-General, but no sooner than at its sixty-third session, and decided that that procedure would replace the requirement for future five-year comprehensive reviews outlined in paragraph 8 of the report of the Secretary-General (A/C.5/57/35). Subsequently, a report was submitted to the Assembly at its sixty-third session (A/63/354). By its decision 63/550 B, the Assembly decided, however, to defer consideration of the matter to its sixty-fourth session. The same report was therefore submitted to the Assembly at its sixty-fourth session in the context of the proposed programme budget for the biennium 2010-2011, but no action was taken.

5. Subsequently, the General Assembly took up the matter at its sixty-fifth session, in 2011, considering a report on the subject (A/65/676). The Assembly concurred with the recommendations and conclusions of the Advisory Committee, including putting in place an adjustment mechanism for the annual net compensation of the three officials (see A/65/767). In its resolution 65/268, the Assembly decided that the annual net compensation of the three officials should be subject to a cost-of-living adjustment equivalent to the annual change in the midpoint net base salary of the most senior officials in the Secretariat, namely the Under-Secretaries-General and the Assistant Secretaries-General.

6. Pursuant to General Assembly resolution 46/192, the pensionable remuneration of the full-time members of the Commission and of the Chair of the Advisory Committee is also adjusted at the same time and by the same percentage as that used to adjust their annual compensation.

7. The elements of the conditions of service and compensation, other than the annual net compensation (and, by default, the post-retirement benefits), of the three officials are subject to review every four years.

8. Accordingly, the Secretary-General wishes to refer to the two previous reports (A/63/354 and A/65/676) and to update the information provided therein. To facilitate that process, the present report is divided into four sections: compensation (special allowance), other conditions of service, financial implications and the next comprehensive review.

III. Compensation (special allowance)

9. The amount of the special allowance payable to the Chairs of the Commission and the Advisory Committee in recognition of their added responsibilities was last revisited in 2000 and established at $10,000 per annum by the General Assembly in its resolution 55/238. No change to the level of the allowance is proposed at this time.

IV. Other conditions of service

10. No change is proposed to the manner of application of other conditions of service of the full-time members of the Commission and of the Chair of the Advisory Committee at this time. These other entitlements are listed in the annex to the present report.

V. Financial implications

11. The General Assembly, in its resolution 65/268, approved the restoration of the relativity relating to the annual net compensation and the post-retirement benefits of the full-time members of the Commission and of the Chair of the Advisory Committee. Additional requirements prompted by the adjustment mechanism for the annual net compensation of these three officials are seen as relating to inflationary adjustments and would therefore be reported in the context of the second performance report on the programme budget for the biennium 2012-2013, to be submitted to the Assembly at its sixty-eighth session.

VI. Next comprehensive review

12. In accordance with the decision on this matter taken by the General Assembly in its resolution 65/268, the next comprehensive review will be undertaken at the seventy-second session of the Assembly.

VII. Conclusions and recommendations

13. **The General Assembly is invited to take note of the present report.**

Annex

Conditions of service and compensation of the full-time members of the International Civil Service Commission and the Chair of the Advisory Committee on Administrative and Budgetary Questions

1. The full-time members of the International Civil Service Commission and the Chair of the Advisory Committee on Administrative and Budgetary Questions are entitled to the following conditions of service and compensation:

(a) Annual (net) salary of $215,162 (as at June 2013);

(b) For the Chairs of the Commission and the Advisory Committee only: special annual allowance (not subject to interim adjustments based on movements in the cost-of-living index) of $10,000;

(c) Retirement benefits: in accordance with General Assembly resolution 37/131, the officials concerned became participants in the United Nations Joint Staff Pension Fund under supplementary article B of the Regulations of the Fund;

(d) Pensionable remuneration of $279,646 (as at June 2013);

(e) Coverage for illness, injury or death attributable to service with the United Nations under the provisions of the compensation plan initially authorized by the General Assembly in its resolution 458 (V) and the rules promulgated by the Secretary-General governing such compensation, the latest revision of which (ST/SGB/103/Rev.1) was approved by the Assembly in its resolution 34/233;

(f) Subsistence allowance when conducting official business travel away from Headquarters;

(g) The same travel entitlements as apply to other members of the Committee and the Commission, as contained in the rules governing payment of travel expenses and subsistence allowances in respect of members of organs or subsidiary organs of the United Nations (ST/SGB/107/Rev.6), upon appointment and upon end of appointment;

(h) Removal of personal and household effects upon appointment and upon end of appointment, in accordance with rules 7.15 and 7.16 of the Staff Rules;

(i) Education grant: in paragraph 2 of its resolution 40/256, the General Assembly approved the recommendation of the Advisory Committee in paragraph 11 of its report (A/39/7/Add.1), thereby entitling the full-time members of the Commission and the Chair of the Advisory Committee to the reimbursement of the actual cost of educating their eligible dependent children, subject to specialized conditions and the same ceilings applicable to the education grant for eligible staff in the Professional and higher categories, and the payment of travel expenses for one round-trip journey per year per child from the place of scholastic attendance outside the United States of America to New York;

(j) Assignment grant, in accordance with the provisions of ST/AI/2012/1: by its resolution 45/249, the General Assembly approved new provisions for the payment of the installation grant (the grant was not payable to the incumbents at

that time and is applicable to their successors only if they were not residing at the duty station at the time of their appointment);

(k) Home leave, in accordance with rule 5.2 of the Staff Rules: the United Nations defrays the costs for travel to the home country for a specified number of occasions during a four-year term of office;

(l) Compensation to survivors in the event of death during service (comprising a lump sum equivalent to one month of the annual compensation of the official per year of service, subject to a minimum of three months and a maximum of nine months);

(m) Option to join the Headquarters medical insurance scheme upon payment of the full cost of the premium.

2. The full-time members of the Commission and the Chair of the Advisory Committee are not entitled to the following conditions of service:

(a) Dependency allowance;

(b) Rental subsidy;

(c) Representation allowance;

(d) Commutation of accrued annual leave upon separation;

(e) Repatriation grant.